

UNITED STATES DEPARTMENT OF DEFENSE



Military Spouse Employment Partnership (MSEP)

Military Spouses – The *best choice* for your next hire.



“We’re going to help spouses get that degree, find that job, or start that new business. We want every company in America to know our military spouses and veterans have the skills and the dedication, and our nation is more competitive when we tap their incredible talents.”

*President Obama
May 6, 2010*



Military Spouses



- **Population**

- 95% of 1.3M spouses are female
- 750,000 active duty military spouses – over half are under 31 years old
- 400,000 Guard/Reserve spouses – over half are over 35 years old

- **Employment**

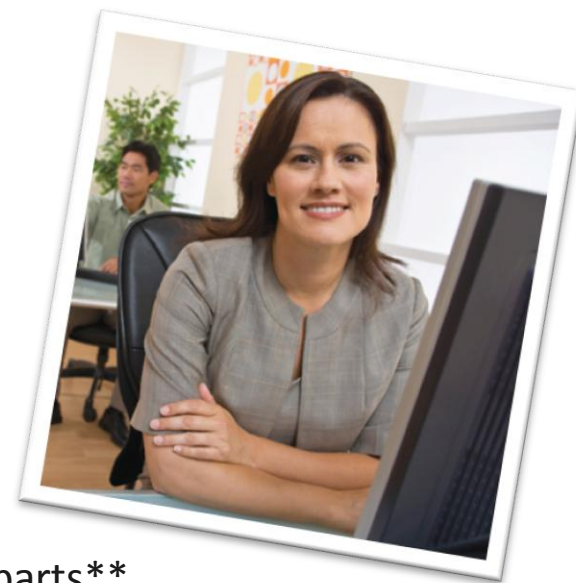
- 85% want or need to work*
- 26% unemployment rate – 1 in 4 are unemployed and actively seeking work**

- **Education**

- 84% have some college
- 25% have a bachelor's degree
- 10% have an advanced degree

- **Earnings**

- Military wives earn 25% less than their civilian counterparts**
- Military families relocate 14% more frequently than civilian families***



Source: * DMDC, Dec. 2010, ** Segal, UMUC, Nov. 2010, *** Current Population Survey, 2007-2009



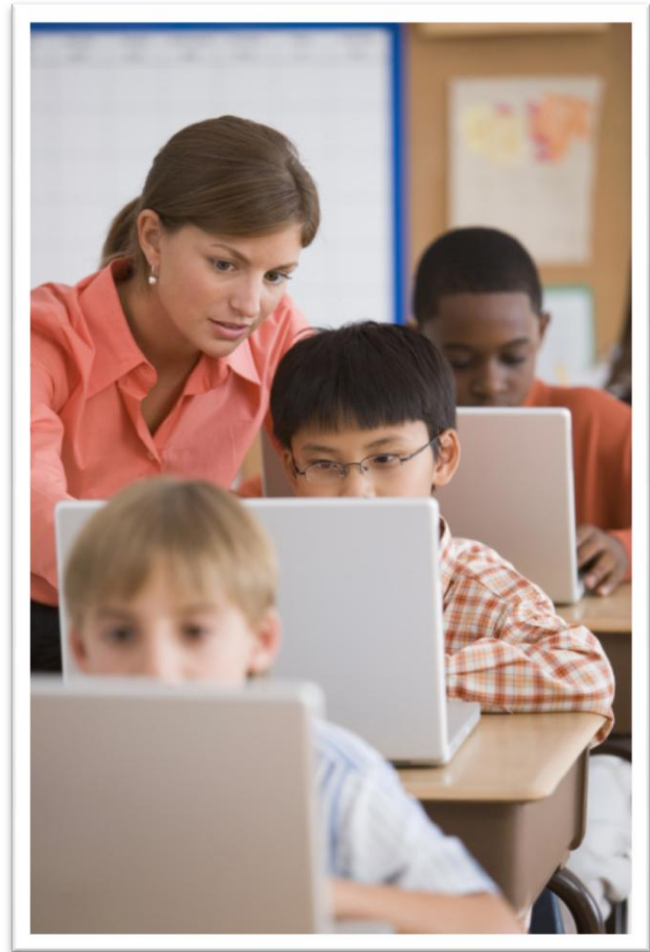
Presidential Study Directive – 9
Priority #3 – Develop career and educational opportunities for military spouses.

- Increase opportunities for federal careers
- **Increase opportunities for private-sector careers**
- Increase access to educational advancement
- Reduce barriers to employment and services due to different state policies and standards



Challenge

Deliver a comprehensive employment solution for military spouses pursuing jobs and sustaining careers by connecting them to employers seeking employees with the 21st century workforce skill sets possessed by military spouses.



Key Features of MSEP for Companies



- Partners *Fortune 500 PLUS* companies with the Military Services
- Provides recruitment solutions for companies looking for employees with 21st century skill sets
- Connects the spectrum of military spouse and corporate employment needs

Targeted Recruitment Solutions



Key Features of MSEP for Spouses



- Vetted corporate partners co-sign Statement of Support with the Department of Defense (DoD)
- Global 365/24/7 assistance for all 1.3M military spouses via Military OneSource
- Available to military spouses in all Services, including the Coast Guard

Targeted Employment Solutions



DoD Milestones



	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Phase I (Established)	57 ASEP corporate partners							
	Website: HR landing pages							
	LinkedIn resume template							
	Army contract							
Phase II	▲ Hire/train additional staff							
	▲ Interim MSEP website on ArmyOneSource							
	▲ 1-800 number for spouses (Military OneSource) and companies (MSEP staff)							
	▲ Post spouse and MSEP brochures							
	▲ Develop MOAs							
	▲ Establish Military Services Working Group							
		▲ Chamber of Commerce MOA event						
		▲ Streamline vetting process						
				▲ Launch broader awareness campaign				
				▲ OCONUS expansion to Korea and Europe				
						▲ AUSA ceremony for 25 companies		
								▲ Activate MSEP 2.0 web portal

MSEP Launch



- Late June 2011
- United States Chamber of Commerce event
- FLOTUS interest
- Under Secretary of Defense (Personnel and Readiness) participation
- Cabinet and Congressional participation
- Invitations to multi-sector partners and stakeholders
- 14 new partners will sign

"If you own a business or run a company, or help run a business or a company, you can help a military spouse get a job or keep a job despite a move across the country, so she or he can continue to build a meaningful career as they sacrifice for our nation."

First Lady Michelle Obama
July 31, 2009



Current MSEP Partners



Booz | Allen | Hamilton



New MSEP Partners



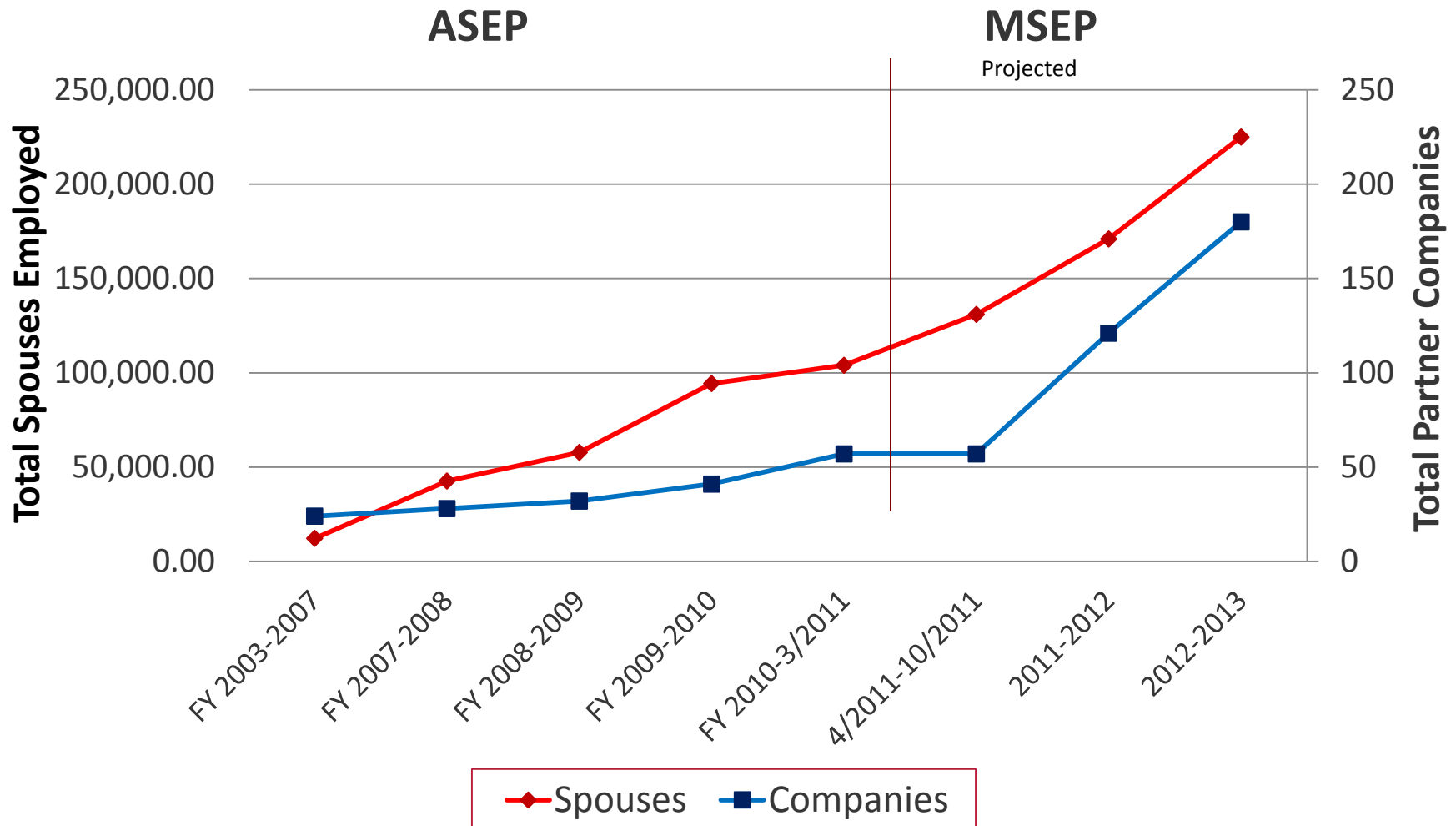
MSEP Metrics



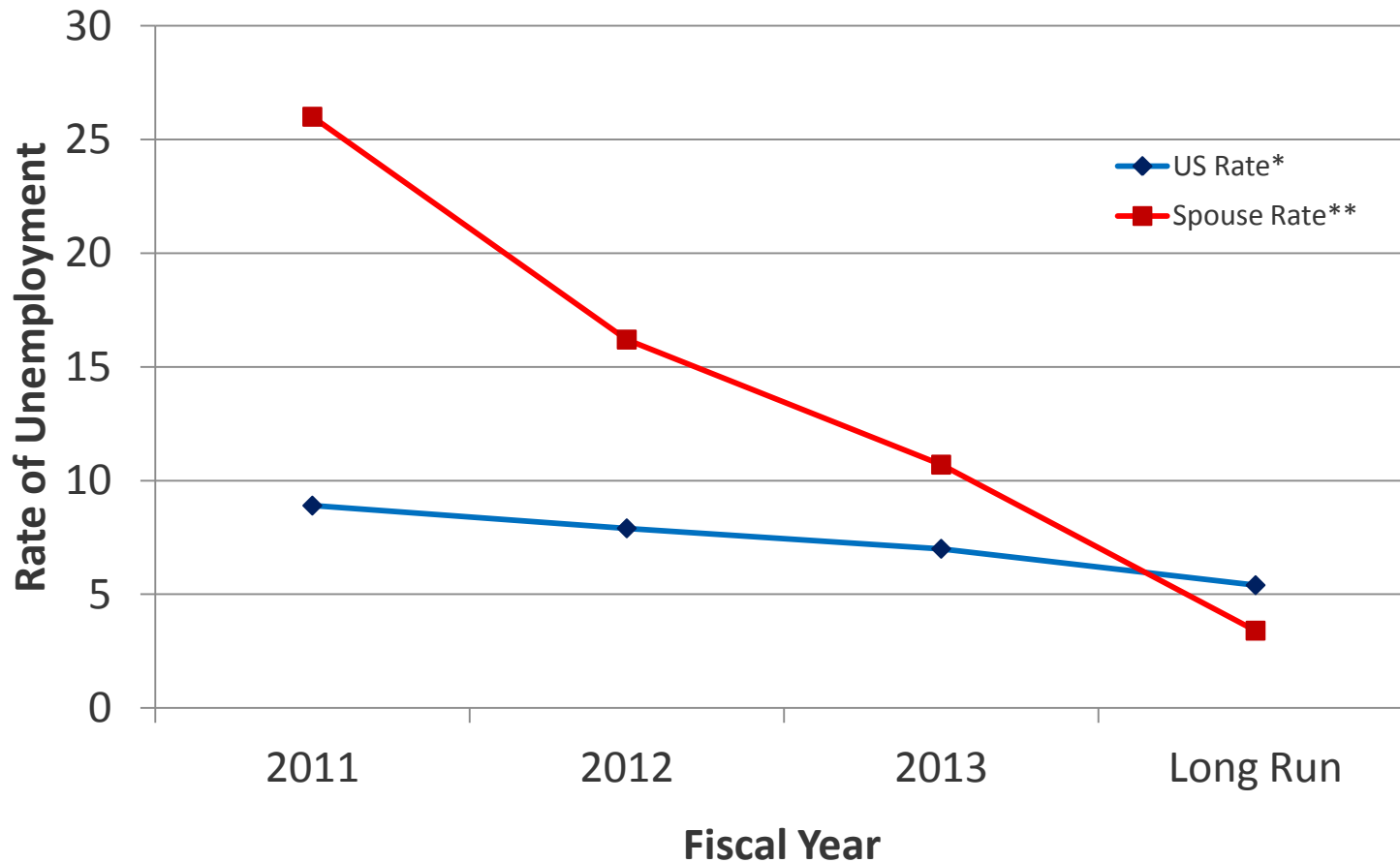
Military Spouse Employment Partnership	Goal	Metrics	FY10 Baseline	How DoD will measure
	Reduce the unemployment rate of military spouses	Military spouse unemployment rate (National rate 9.2% May 2011)	26%	Biennial DMDC survey of active duty spouses
		Number of spouses hired by Military Spouse Employment Program (MSEP)	36,504	MSEP program database
		Number of spouses able to maintain same/similar position with employer upon relocating with active duty spouse	N/A	MSEP program database
	Close the wage gap between military spouses and civilian spouses	Current wage gap	25%	American Community Survey (US Census)
		Average monthly earnings of working Military Spouses (self-reported)	\$3,596	MSEP Program database & Social Security wage data



Projected Employment and Partner Growth



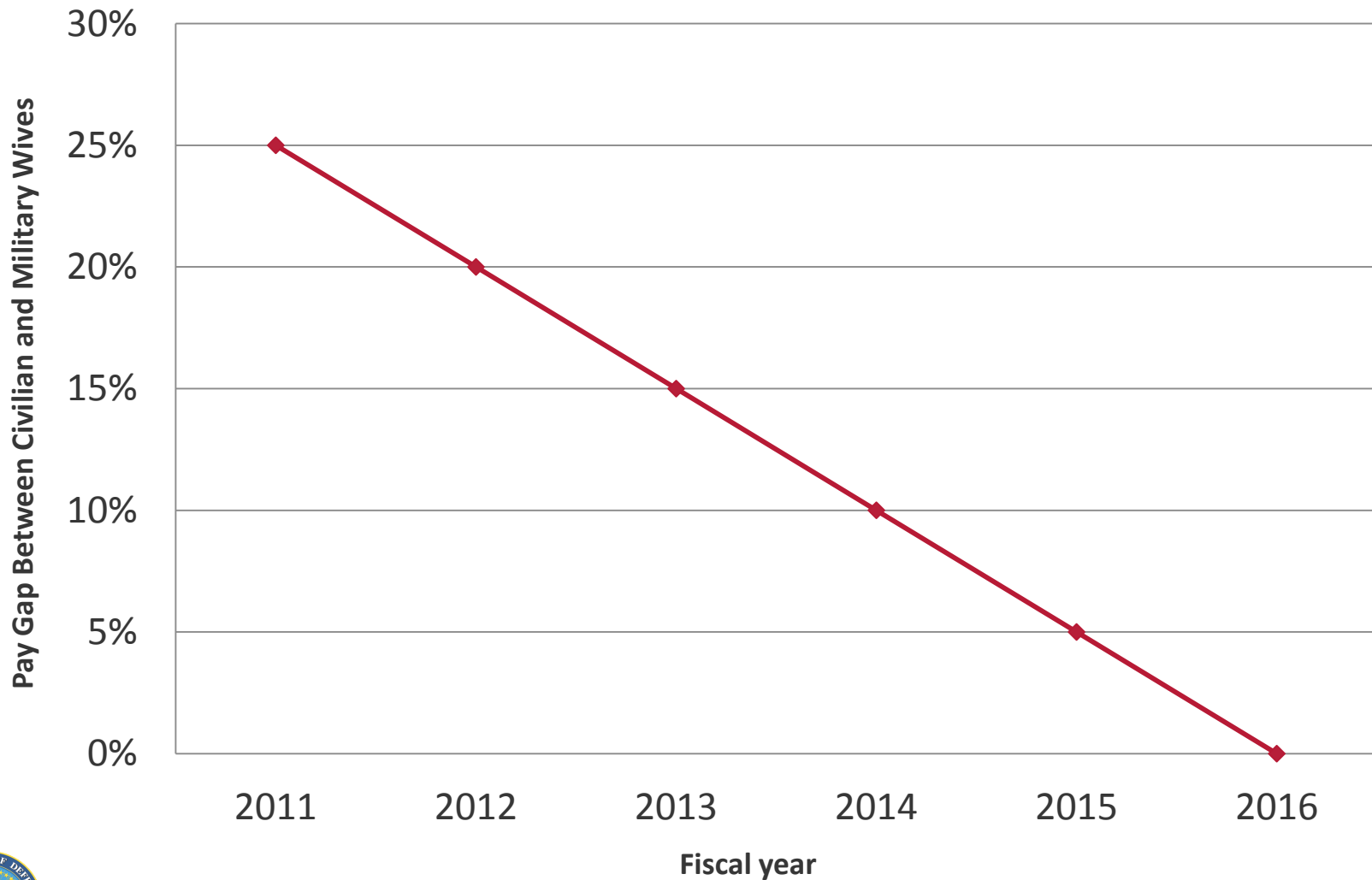
Projected Reduction in Military Spouse Unemployment Rate



Source: *Federal Open Market Committee, Apr 2011, **Segal, UMUC, Nov 2010



Pay Gap



“After all, hiring America’s vets and military spouses is not just about helping them – it’s about how they can help you. So I’m not asking you to do this out of the goodness of your heart – do it because it’s good for your bottom line and the success of your organization.”

*First Lady Michelle Obama
September 23, 2010*

“Military spouses have so many strengths...They can multitask and adapt quickly...we want businesses to see the strength of military spouses.”

*Dr. Jill Biden
April 12, 2011*



Questions?

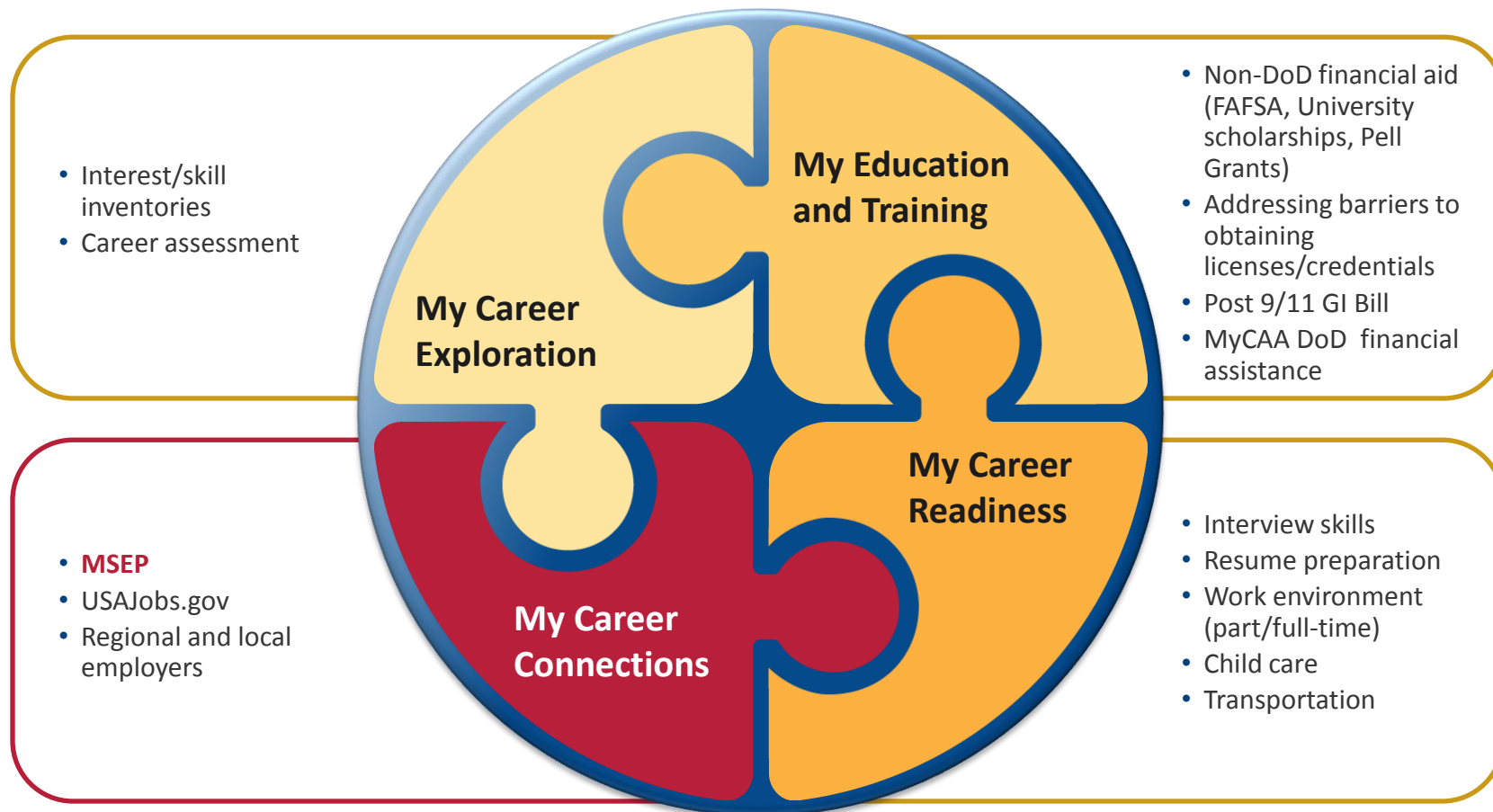
MSEP Partner Commitment



- Co-sign Statement of Support with DoD
- Identify and promote career employment opportunities for military spouses
- Post job openings on MSEP web portal
- Post corporate HR employment page on MSEP web portal
- Offer transferrable, portable career opportunities to relocating military spouse employees
- Mentor new MSEP corporate partners
- Document and provide employment data on military spouses hired



Spouse Education and Career Opportunities (SECO)



Services are Spouse-Centric – Support all Education/Career Levels

